Major Commanders Conference

PRT Update

CDR John Deehr

Surface Warfare Enterprise

- **Personnel Readiness Team (CFT)**
  - Propose Policies/Track Effectiveness
  - Utilize Pilot Projects
- **Mission**
  - Deliver/retain a diverse Total Force
  - Right competencies/proficiency
  - Right place, time, value – Cost Wise Readiness
    - **RPPA - Requirements Planning/Personnel Assignment Process**
    - **I&ULT Individual & Unit Level Training Process**
- **Deliver efficient/effective repeatable processes**
  - Enable continuous improvement
    - Reduce excess training
    - Produce a higher level of trained personnel at first arrival
    - Reduce wasted resources
    - Eliminate duplicate processes

SWE Oversight

SWE Board of Directors (BOD)

*** EXCOMM**

*VADM Sullivan, NAVSEA
*RADM Curtis, DCNSF/CNSL
*RADM McCullough, OPNAV N8F
*MGEN Benes, OPNAV N85
*RDML Goddard, PEO SHIPS *RDML Campbell, OPNAV N43B

*VADM Etnyre, CNSF
RADM Thompson, NAVSUP RDML Klein, INSURV OPNAV N41
RADM Reilly, MSC
RADM Hugel, SEA 04
RDML Orzalli, RMC
Commander RDML

RDML McManamonV-NAVSEA
RDML Shatynski , CNSF
RDML Guillory OPNAV N86B RDML Deets, NNWC
RDML Barnett, N85B
Jeff Klein, SPAWAR

VADM Sullivan, NAVSEA
Chief Operating Officer

Communications Team
AO: CDR Campbell, CNSF PAO

RADM McCullough, OPNAV N86 Chief Financial Officer

RADM Curtis, DCNSF Chief Readiness Officer

Sustainment & Modernization Team
FLAG Lead: RDML McManamon
AO: CNSF N43 CAPT Lewis
Co-AO:NAVICP85 CAPT Costello
- Logistics (Parts/Food/Fuel/Ordnance)
- Maintenance
- Modernization

Personnel Readiness Team
FLAG Leads: RDML Hebner / RDML Shatynski
AO: CNSF N1 CDR Deehr
Co-AO: PERS-4 CAPT Sharpe
- Requirements Planning
- Personnel Assignment
- Individual Training
- Unit / Intermediate / Sustainment Training

Strategic Financial Management Team
FLAG Leads: RDML Carr
AO: CNSF N41 CAPT Davis
Co-AO: CNSF N8 CAPT Kaufmann
- Strategic Financial Planning
- Financial Reporting / Metrics

CLASSRONS

Over-arching Metrics Team
AO: Mr. Warner, CNSF N8A

As of: 22May07

PERSONNEL READINESS TEAM (PRT)

RDML MIKE SHATYNSKI, CNSF N00R

RDML SCOTT HEBNER, PERS 4

Team Leaders

Action Officers

CDR DEEHR (CNSF N1) ***CAPT SHARPE (PERS 41)***

Active Teams

Metrics Team
CDR T. Stengel

Requirements Planning and Personnel Assignments CAPT Hart

Individual & Unit Level Training
CAPT Morford

Cost Sub-Team
CDR Duvall

Active Barrier Removal Teams

- **CLASSRON** CAPT Riley
- **DIVERSITY** CDR AUTREY
- **FIT/AGG GAP** CDR VANSCOY
- **DS BRT** CAPT LEWIS

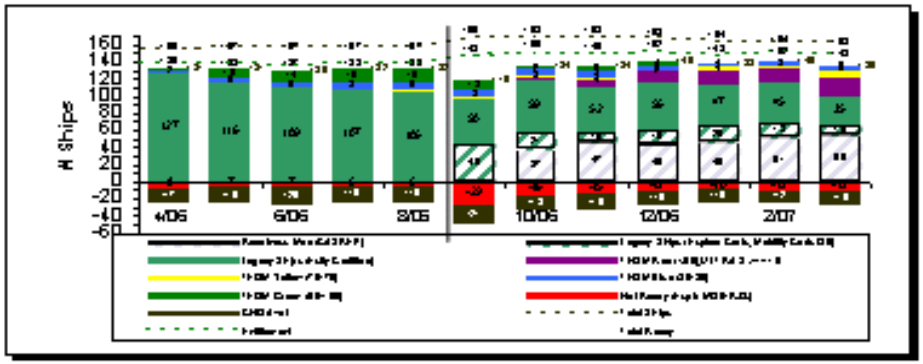
- **NEC/SCHOOLS Reduction** CAPT O'CONNOR
- **TTQ** **CAPT CASIMES**
- **A/J/M** **CAPT CASIMES**
- **POM-10 LC Shortfalls** CDR STENGEL

- **Requirements Planning** CDR BORAH
- **Personnel Assignments** **CAPT HART**
- **Individual Training** CDR VANSCOY
- **Unit Level Training** **CAPT MORFORD**

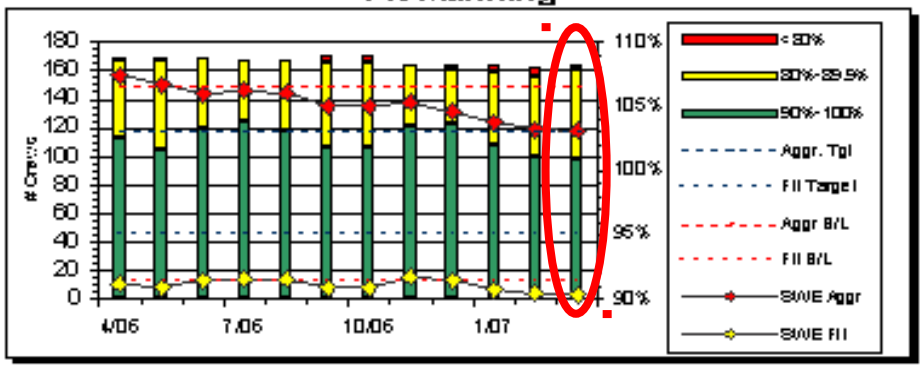
SWE PRT Metrics - Top Level

4-15-07

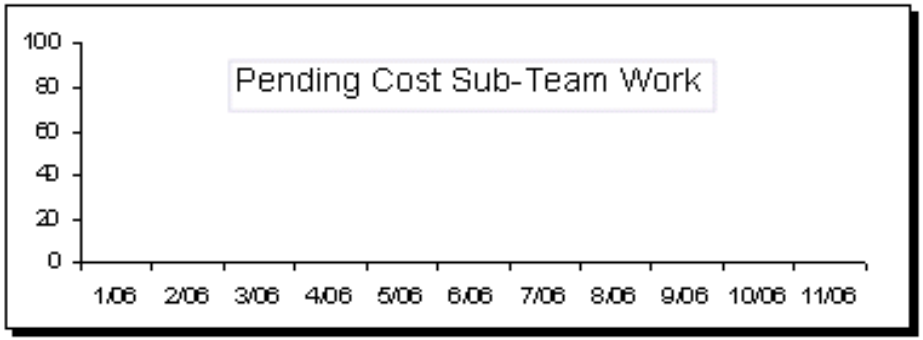
PRT Readiness



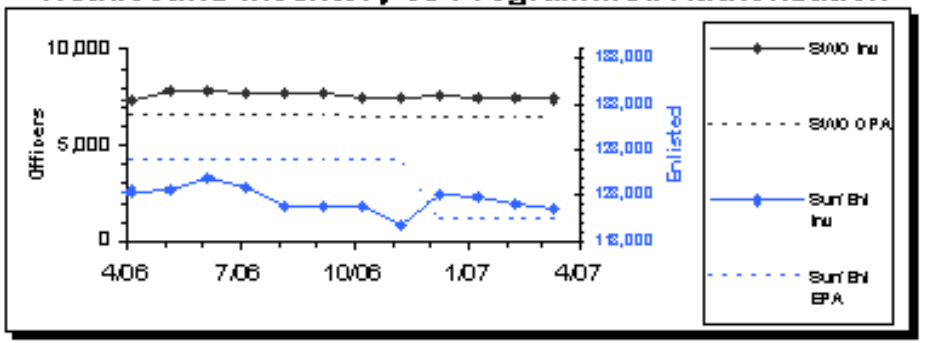
Fit Manning



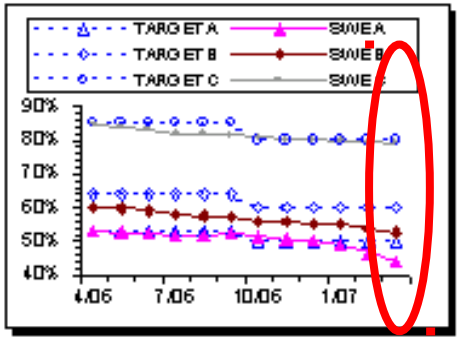
Total PRT Cost



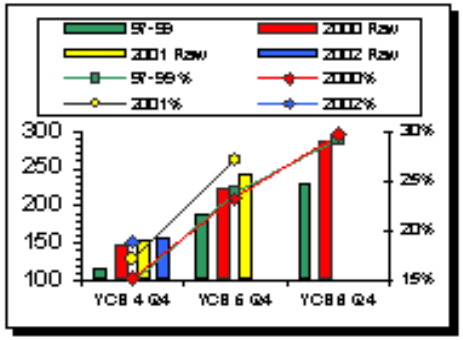
Headcount Inventory vs Programmed Authorization



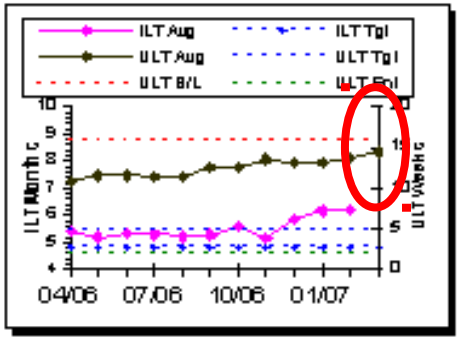
Enlisted Retention



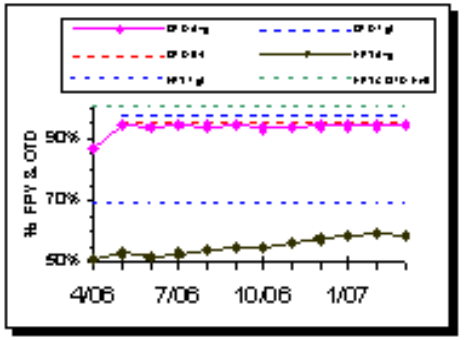
SWO Retention



ILT & ULT CT



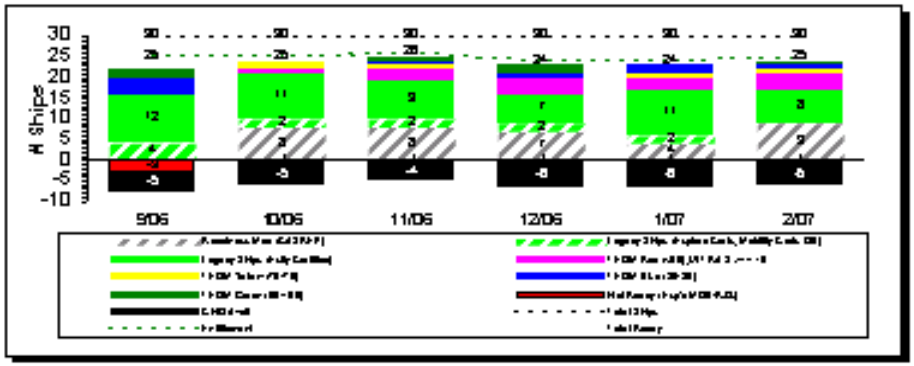
ULT FPY & OTD



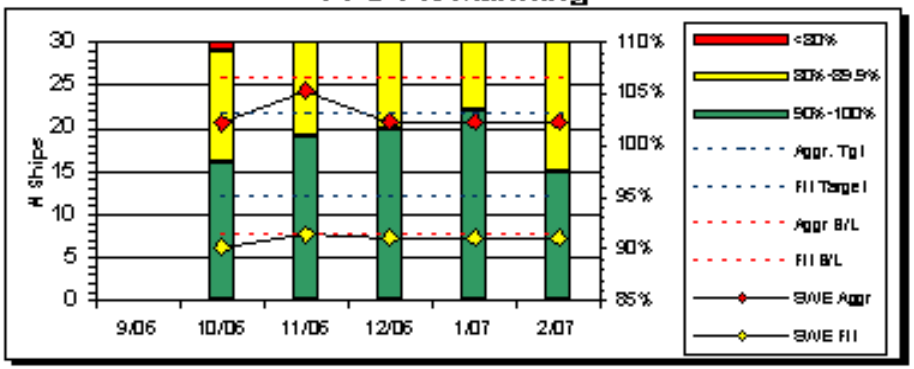
SWE PRT Metrics - FFG Classron

Prototype 4-12-07

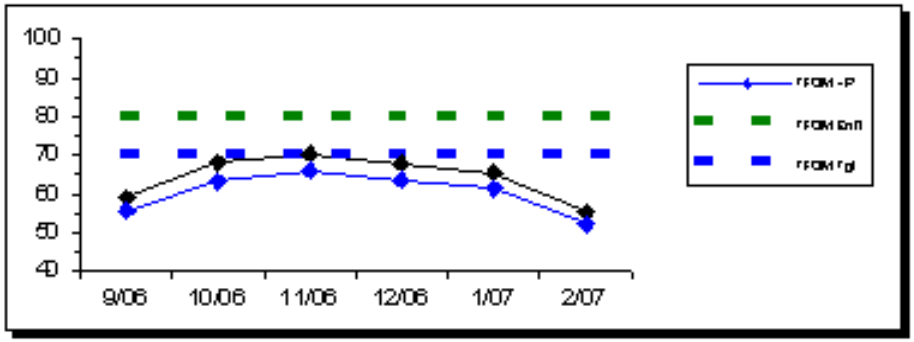
PRT Readiness - FFG



FFG Fit Manning



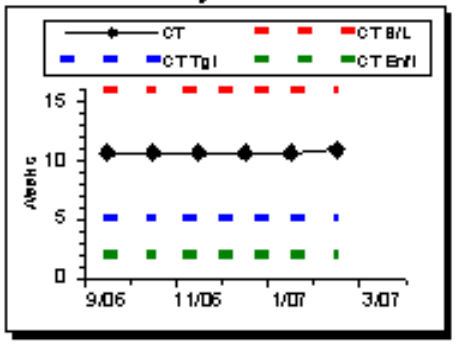
FFG TFOM



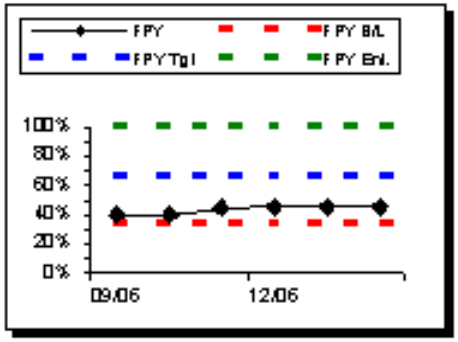
Total PRT Cost - FFG

Pending Cost Sub-Team Work

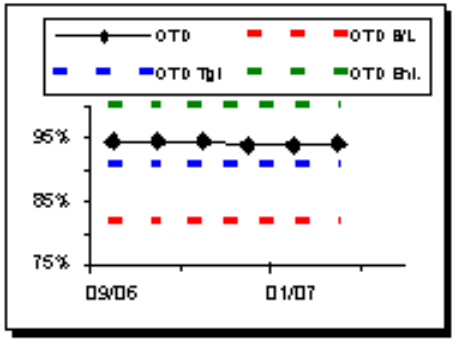
ULT Cycle Time



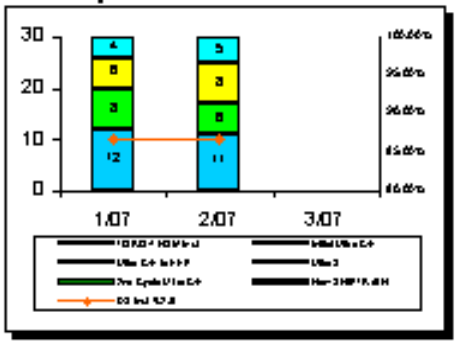
ULT FPY



ULT OTD



Shiptrain Transition



PRT INITIATIVES

- **Critical NEC/Schools Initiative**
  - Replaces 80/20 Requirement
- **POM-10 Learning Center School Reductions**
  - Makes Learning Centers More Efficient
- **POM-10 Manning Issues**
  - LPD Delivery and Decom Delays
  - Fund CLASSRON/PHIBRON Billets
  - MCM Homeport Shift
  - Training Issues
    - **Student Individuals Account**
    - **LCS Training Program - RFT**
    - **DDG1000 Training/Shore Support**
- **Fire Fighting Cost Reduction**
  - Reduces Redundant Training

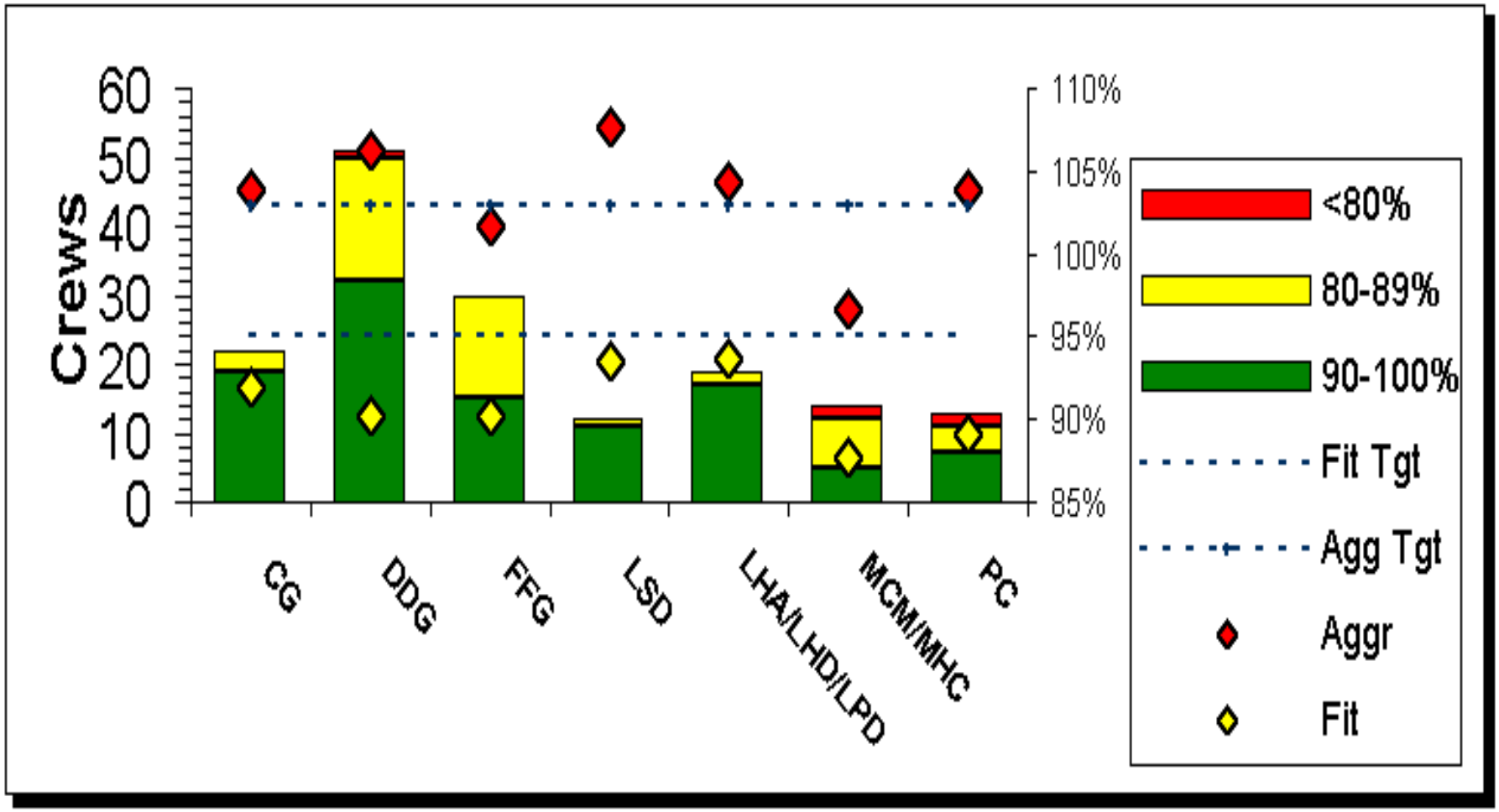
PRT INITIATIVES

- **PRECOM Oversight Review**
- **ATG Lean Project**
  - Creates Training Efficiencies
- **ARI Working Group/Lean Project**
  - Maximizes Reserve Component Opportunities
- **VBSS Lean Project**
  - Reduced Requirement – Training Efficiencies
- **Cost To Process Map Effort**
  - Determine total cost of the process
- **Diversity**
  - Diversity Team/Billets
  - Baseline Demographics
  - Barrier Removal

FIT MANNING

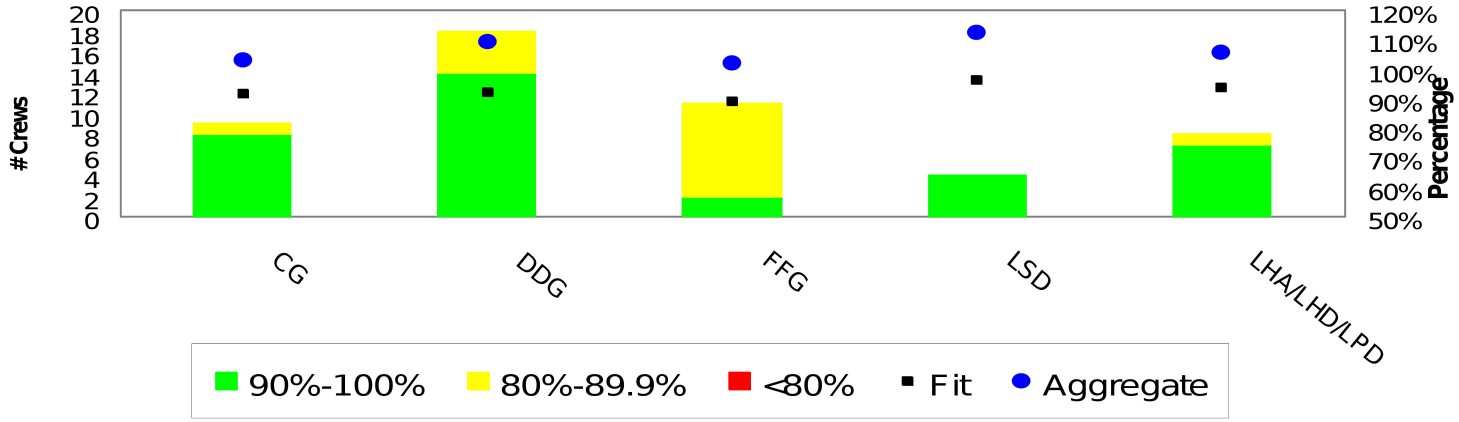
- **FIT - A metric used to track how well ships are manned based on rate and rating.**
- **Formula of P9BA vs. COB**
- **Takes in to account Rate/Rating (within a payband)**
  - **Example: BA = 6-OS2, 3-OS1, and 1-OSC**
    COB = 6 OS2 and 4 OS1, 0-OSC
    FIT = 90%
- **FIT entitlement: 95% for FDNF ships**
  90% for CONUS ships
- **Working to included NEC's in FIT calculation**

Classron Mean Fit vs Aggregate

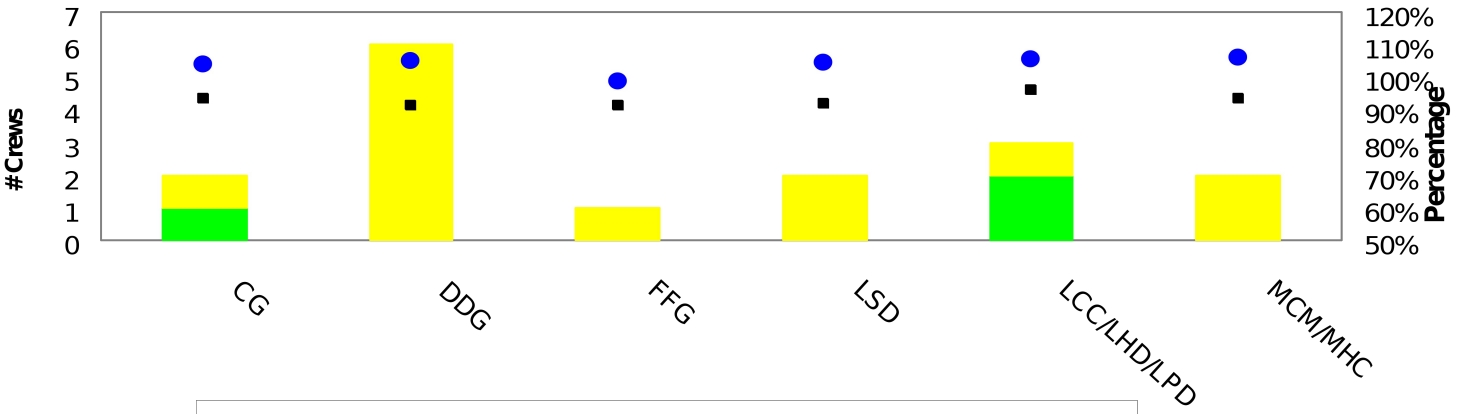


FIT MANNING

PACFLT (Less FDNF) FIT/AGGREGATE



FDNF FIT/AGGREGATE



Questions?